

Memorandum

MIAMI-DADE
COUNTY

Date: October 2, 2012

To: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

Agenda Item No. 14(A)(7)

From: Carlos A. Gimenez
Mayor

Subject: Approval of Article 32 Group Health Insurance of the 2011-14 Collective Bargaining Agreement Between Miami-Dade County and the American Federation of State, County and Municipal Employees, General Employees, Local 1542

Recommendation

It is recommended that Article 32 Group Health Insurance (Attachment 1) of the 2011-14 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the American Federation of State, County and Municipal Employees (AFSCME), Miami-Dade County Aviation Employees Local 1542 (Union) be approved by the Board of County Commissioners (Board).

Scope

The impact of this agenda item is countywide.

Fiscal Impact/Funding Source

As a result of plan design changes to the group health insurance program which will reduce total medical expenses, there is no fiscal impact to the health insurance fund associated with maintaining current employee dependent premium rates.

Track Record/Monitor

The Director of Labor Management and Compensation monitors and oversees the administration of this collective bargaining agreement.

Background

On December 6, 2011, the Board ratified the 2011-14 successor Agreement between the Union and the County. The terms of Article 32 of this ratified Agreement gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions for calendar year 2013. The County and the Union met and negotiated changes to co-pays for provider services and prescription drug benefits, as detailed in Attachment 1. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates shall remain in effect for the 2013 calendar year.

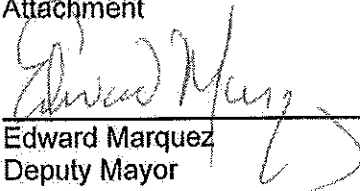
The bargaining unit members ratified Article 32 Group Health Insurance on September 20, 2012.

In accordance with the terms of this Agreement, the percent contribution of employees' base wages towards the County's cost of healthcare will be automatically adjusted pursuant to the ratification by the Board of a reduction of this contribution for any other bargaining unit. Therefore, a separate Wages article will not be presented to the Board for its consideration.

Term of Agreement

This is a three (3) year contract for the period of October 1, 2011 through September 30, 2014.

Attachment


Edward Marquez
Deputy Mayor

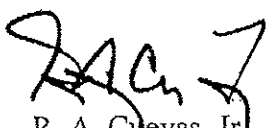


MEMORANDUM

(Revised)

TO: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

DATE: October 2, 2012

FROM: 
R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No. 14(A)(7)

Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☒ Ordinance creating a new board requires detailed County Manager's report for public hearing
- ☐ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's ____, 3/5's ____, unanimous____) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 14(A)(7)

10-2-12

RESOLUTION NO. _____

RESOLUTION APPROVING AND RATIFYING EXECUTION
OF ARTICLE 32 GROUP HEALTH INSURANCE OF THE
2011-14 COLLECTIVE BARGAINING AGREEMENT
BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN
FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES (AFSCME), MIAMI-DADE COUNTY
AVIATION EMPLOYEES LOCAL 1542

WHEREAS, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board approves and ratifies the Mayor's action in executing the attached Article 32 Group Health Insurance (Attachment 1) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County, and the American Federation of State, County and Municipal Employees (AFSCME), Miami-Dade County Aviation Employees Local 1542 in substantially the form attached hereto and made a part hereof.

The foregoing resolution was offered by Commissioner
who moved its adoption. The motion was seconded by Commissioner
and upon being put to a vote, the vote was as follows:

Joe A. Martinez, Chairman	
Audrey M. Edmonson, Vice Chairwoman	
Bruno A. Barreiro	Lynda Bell
Esteban L. Bovo, Jr.	Jose "Pepe" Diaz
Sally A. Heyman	Barbara J. Jordan
Jean Monestime	Dennis C. Moss
Rebeca Sosa	Sen. Javier D. Souto
Xavier L. Suarez	

The Chairperson thereupon declared the resolution duly passed and adopted this 2nd day of October, 2012. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Lee Kraftchick

ARTICLE 32 GROUP HEALTH INSURANCE

With the exception of legislatively mandated changes to health benefits, the County has the right to re-open this Agreement to discuss the redesign of the County's health plan for plan year 2013. Union participation shall be obtained to discuss health plan provisions and benefits, prior to establishing premium contributions.

Health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescriptions, as detailed below. The following table reflects the co-pays for provider services and prescriptions in the County's Group Health Insurance plan for plan year 2013:

HIGH HMO	2013 Plan Year Co-pays
Primary Care Physician (PCP) ¹	\$15
Specialist ²	\$30
Prescriptions-30-day supply	\$15
Generic ³	\$25
Preferred Brand ⁴	\$35
Non-Preferred Brand ⁵	2 co-pays for a 90-day supply
Mail Order (90-day supply)	

POS	2013 Plan Year Co-pays
Primary Care Physician (PCP) ¹	\$15
Specialist ²	\$30
Prescriptions (30-day supply)	\$15
Generic ³	\$25
Preferred Brand ⁴	\$35
Non-Preferred Brand ⁵	2 co-pays for a 90-day supply
Mail Order (90-day supply)	

LOW HMO	2013 Plan Year Co-pays
Primary Care Physician (PCP) ¹	\$30
Specialist ²	\$45
Prescriptions-30-day supply	\$20
Generic ³	\$35
Preferred Brand ⁴	\$55
Non-Preferred Brand ⁵	2 co-pays for a 90-day supply
Mail Order (90-day supply)	

¹ PCP co-pay applies to Mental & Nervous, Substance Abuse, and Chiropractic services

² Specialist co-pay applies to Therapy and Obstetrics.

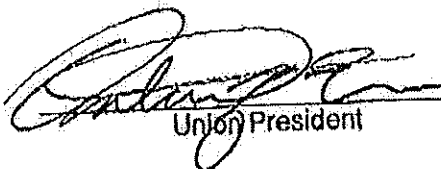
³ Generic: Generic medications contain identical active ingredients, have the same indication for use, meet the same manufacturing standards, and are identical in strength and dosage form as brand name medications.

⁴ Preferred: These are typically brand name medications and are in the middle range for out-of-pocket expense. Those medications typically do not have a generic equivalent.

⁵ Non-Preferred: These are non-preferred brand medications and are in the higher range for out-of-pocket expense. These medications typically have a generic equivalent and/or another brand option.

The County agrees that 20142 calendar year group health insurance premium rates shall remain in effect for the 20132 calendar year as follows:

<u>Medicaid Plan</u>	<u>Tier</u>	<u>Bi-Weekly Employee Premiums Current</u>
<u>High HMO</u>	<u>Employee Only</u>	<u>\$0.00</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$208.36</u>
	<u>Employee + Child(ren)</u>	<u>\$180.17</u>
	<u>Family</u>	<u>\$287.77</u>
<u>POS</u>	<u>Employee Only</u>	<u>\$14.80</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$344.54</u>
	<u>Employee + Child(ren)</u>	<u>\$285.86</u>
	<u>Family</u>	<u>\$595.68</u>
<u>Low HMO</u>	<u>Employee Only</u>	<u>\$0.00</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$198.42</u>
	<u>Employee + Child(ren)</u>	<u>\$169.83</u>
	<u>Family</u>	<u>\$271.36</u>

 9-24-12
Union President


County Mayor

COUNTY PROPOSAL: 9/10/2012
AFSCME, LOCAL 1542
OCTOBER 1, 2011 to SEPTEMBER 30, 2014.